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MEMORANDUM FOR: Assistant Director for Personnel

SUBJECT: Proposed Regulation [REDACTED] Personnel,
Temporary Assignment without Change in Grade.

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I doubt if this proposal meets the need realistically enough, and make these suggestions to you:

a. Why don't you really take control of this situation by changing the wording in 3.c to something like the following:

The Assistant Director for Personnel is responsible for reviewing and approving such temporary assignments and those actions which conform to the provisions of this Regulation. In addition, he is also responsible for maintaining a control ledger showing such changes in order to require time adherence for each case.

b. I believe that the grade differential specified will not be adequate in perhaps a number of cases. An example would be operational necessity requiring a particular individual in say a given Chief of Mission spot and the operators will be obliged to so place that individual regardless of the slot and/or his grade. Further, in order to obtain an effective CTR job, the best man returning from the field - or even assigned to Headquarters - should be so detailed and the level of the teaching slot will often have no relationship to given personnel availabilities.

c. There may or may not be a relationship between the purpose of the proposed Regulation and the fact of substantial imbalance between the GS level of a person and his slot, but there is enough of it to at least raise the question. In one Division of the DD/P in the GS-5 to GS-11 range there are 54 people two grades down from the slot level; above GS-11 there are 21. In addition to this, there are 10 GS-9's in a

SECRET

12 slot; one OS-6 in a 9 slot; 2 OS-4's in a 7 slot; 3 OS-9's in a 13 slot; and, 3 OS-7's in an 11 slot. At very least, such numbers may suggest a need for a Classification look-see.

d. I presume that the one per cent feature is based in fairly general check as to adequacy. If it stands firm, then it is easier to conceive a 2-slot differential, rather than one.

SIGNED

[REDACTED]

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Chief, Management Staff

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1 Attach.

Prop. Reg. [REDACTED]

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